

The readiness and lethality of the Army Civilian Corps - a cohort with more than 250,000 Federal employees - is integral to the Army and the Total Force. To meet complex and evolving requirements, Army Civilians are assigned to specialized professional communities referred to as Career Programs.

### ***The Army Civilian Corps — Behind the Mission***

The Assistant Secretary of the Army (Manpower and Reserves Affairs) recognizes and maintains oversight for 31 distinct Army Career Programs — professions such as engineering, information technology, and installation management.

### ***Every Army Civilian is a part of an Army Career Program***

Every Army Career Program is led by a Senior Executive and a dedicated team of Career Program Managers.

## **TOTAL ARMY STRONG!**



CareerTracker

### **LEARN MORE ABOUT ARMY CIVILIAN CAREER PROGRAMS**

Visit Army Career Tracker  
[https://actnow.army.mil/communities/  
community/civilian-cpp](https://actnow.army.mil/communities/community/civilian-cpp)

**703.806.4737**

**usarmy.belvoir.ag1cp.mbx.career-  
program-proponency@mail.mil**

**ASSISTANT G-1 FOR CIVILIAN PERSONNEL  
CAREER PROGRAMS PROPONENCY DIVISION**

# **ARMY CIVILIAN CAREER PROGRAMS**

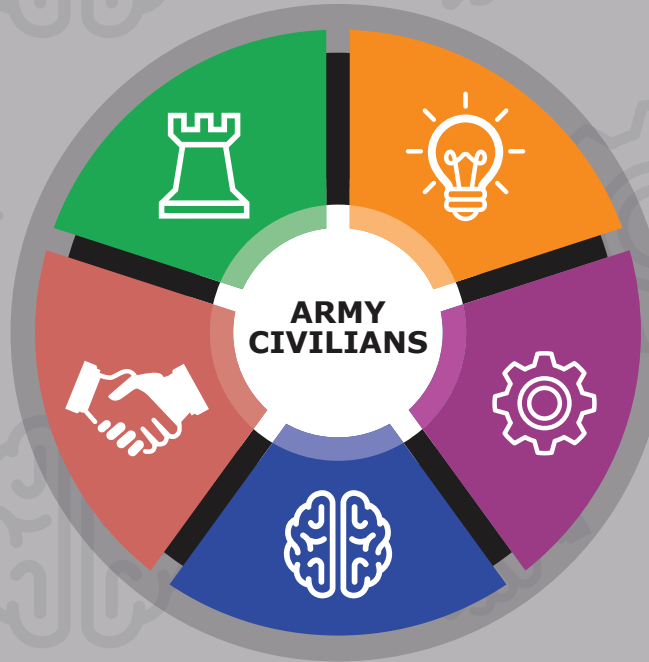
*Developing the right people with  
the right technical capabilities in  
support of complex and evolving  
Army missions*

**The Army Civilian Corps  
— Behind the Mission**

## Career Program Proponency Office

*Executes its Career Program Strategy across the Army Enterprise*

A Career Program Proponency Office or CPPO serves as the Career Program's operations center. The CPPO is a team of talent developers or Career Program Managers under the direction of a Functional Chief Representative. This office publishes the Career Program's vision, mission, and the strategic objectives of the Career Program and in turn, operationalizes training, education, and professional opportunities towards these objectives.



## Talent Development Partners

*Mitigate Competency Gaps*

The Career Program Managers coordinate with military, public sector, and private sector training, educational, and professional development partners to address current and future competency gaps.

## Career Program Planning Boards

*Synchronize Mission and Skill Requirements*

The most important strategic activity for each Career Program is its Career Program Planning Boards or CPPBs. These boards, typically held annually, bring together the Command Career Program Managers to share their knowledge and discuss their workforce observations. As a result, recommendations impacting workforce development and succession planning efforts are made to the Functional Chief Representative.

## Army Commands\*

*Enable the Army mission*

Commanders lead the Army mission to fight and win our Nation's wars. Behind this mission is the Army Civilian Corps. A "barometer" to measure the readiness and lethality of the Army Civilian Corps is Command Career Program Managers or CCPMs. CCPMs consult with supervisors from the same Career Program to understand the readiness of their Career Program workforce. CCPMs also collaborate with their Command Human Resources Professionals to understand the Command's human capital operating plans.

*\*Army Commands, Army Service Component Commands, and Direct Reporting Units*

## Civilian Personnel Advisory Centers

*Facilitate "delivering the right people at the right place at the right time"*

Human Resources Professionals, located at Civilian Personnel Advisory Centers, partner with managers and Career Program experts to effectively recruit, assess, certify, and onboard Army Civilians. Collaboration between Commands, Career Programs, and Human Resources Professionals throughout the hiring process is fundamental to the alignment of individual functional capabilities with the Army's needs.